

FOR PSA MEMBERS: **STATE INFORMATION TECHNOLOGY AGENCY (SITA)**

19-01-2024

## Feedback: SITA application for designation as Essential Services

In December 2023, the PSA received an application from a law firm representing SITA. The application was to designate part of SITA's functions as Essential Services. It is important to note that the recent strike action at SITA was a surprise to everyone as it has never happened before. Therefore, SITA has taken steps to apply for designation as Essential Services to limit the Union's powers. However, the PSA believes that SITA and the services it provides are not essential and therefore should not be granted an Essential Services designation.

### Essential Services Definition

'Essential services' is defined in the *Labour Relations Act* section 71(10) read with section 213 as:

- (a) A service the interruption of which endangers the life, personal safety or health of the whole or any part of the population,
- (b) the Parliamentary service
- (c) the South African Police Service.

The Essential Services Committee has scheduled a hearing meeting on 22 January 2024. The Committee will investigate whether there is a clear and immediate threat to the life, personal safety, or health of the population in the event of a strike action at SITA. Members are required to provide their job categories, job descriptions, and reasons why they should not be designated as Essential Services in the *attached* form. Members are requested to complete the *attached* form and send it to the PSA's Chief Negotiator at [Zamani.Dladla@psa.co.za](mailto:Zamani.Dladla@psa.co.za) on or before **21 January 2024**.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), email [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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